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# Evaluation to Redesign a Prototype Officer Data Base for Interdisciplinary Research

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ABSTRACT (Continue on reverse if necessary and identify by block number) This report describes a systematic research and evaluation of the quality of the existing Officer Longitudinal Research Data Base (OLRDB). The OLRDB consists of the core data set, Reserve Officer Training Corps (ROTC) advanced camp data set, ROTC commission data set, Automated Instructional Management System (AIMS) data set, and United States Military Academy (USMA) data set. The results of the evaluation suggest redesign of the OLRDB to accommodate cohort longitudinal research designs and econometric research models. Further expansion of the OLRDB into the Longitudinal Officer Administrative Data Base (LOADB) would accommodate current and future research needs. The information in this report will guide efforts to expand the data base to accommodate behavioral, social, policy, and economic research.			
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# EVALUATION TO REDESIGN A PROTOTYPE OFFICER DATA BASE FOR INTERDISCIPLINARY RESEARCH

## EXECUTIVE SUMMARY

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### Requirement:

The Officer Longitudinal Research Data Base (OLRDB) is designed to generate information on officer training, development, effectiveness, and retention. There is a need for accessible information on the Army population that is both valid and reliable. This report describes a systematic research and evaluation of the quality of the existing OLRDB data and documentation. In addition, the suitability and efficiency of the file structure for specific research applications are discussed.

### Procedure:

The evaluation of the OLRDB was conducted to satisfy the requirements of a series of tasks. The data bases were evaluated through frequency analyses and the scope of missing value problems and invalid data was determined. The application of the OLRDB to cohort longitudinal research was determined.

### Findings:

The evaluation of the OLRDB suggested a redesign of the data base to accommodate cohort longitudinal research designs and econometric models. Further expansion of the OLRDB into the Longitudinal Officer Administrative Data Base (LOADB) would accommodate cohort longitudinal research and econometric model testing. Recommendations regarding the adoption of the LOADB were presented.

### Utilization of Findings:

This report will help Army policymakers and planners determine the utility of an expanded longitudinal research data base. The information in this report will guide future efforts to expand the data base to accommodate behavioral, social, policy, and economic research.

EVALUATION TO REDESIGN A PROTOTYPE OFFICER DATA BASE FOR  
INTERDISCIPLINARY RESEARCH

CONTENTS

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	Page
INTRODUCTION . . . . .	1
Background . . . . .	1
Objectives . . . . .	2
TECHNICAL EVALUATION AND DISCUSSION . . . . .	3
Task 1 . . . . .	3
Task 2 . . . . .	10
Task 3 . . . . .	11
Task 4 . . . . .	12
Task 5 . . . . .	12
SUMMARY AND RECOMMENDATIONS . . . . .	13
REFERENCES . . . . .	15
APPENDIX A. OMF DATA SETS . . . . .	A-1
B. OMF DATA VARIABLES . . . . .	B-1

# EVALUATION TO REDESIGN A PROTOTYPE OFFICER DATA BASE FOR INTERDISCIPLINARY RESEARCH

## Introduction

A longitudinal data base on U.S. Army officers is essential for research performed by the officer research program of the Manpower and Personnel Research Division (MPRD) of the U.S. Army Research Institute (ARI). This data base would need to be **comprehensive and capable of supporting interdisciplinary** research emphasizing cohort longitudinal designs.

A prototype longitudinal research data base on Army officers currently exists. The Officer Longitudinal Research Data Base (OLRDB) was completed in early 1990. The OLRDB consists of 19 **separate SAS data sets containing information from 6 different** U.S. Army sources on more than 300,000 Army officers. The sources for the OLRDB Core data set include the Officer Master File (OMF) and Separation Officer Master File (SOMF) maintained **by the Total Army Personnel Command (PERSCOM) and the Master and Loss File (MLF)** maintained by the Defense Manpower Data Center (DMDC). Additional data sets include the Automated Instructional Management System (AIMS), the United States Military Academy (USMA), and Reserve Officer Training Commission (ROTC) Advanced Camp and Commissioning files.

The OLRDB was designed to generate information on officer **training, development, effectiveness, and retention**. Previous reports have documented the Core data set (Hunter, Rachford, Kelly & Duncan, 1987; Younkman, 1987), the ROTC advanced camp and commission data sets (Younkman, 1987), and the AIMS data set (Ramsey & Younkman, 1989). An analysis of selected standardized tests for ROTC screening was conducted on a related ROTC achievement test data base (Hunter, 1986). These data bases have also been used to describe retention patterns of Army officers (Hunter, 1988).

This report describes a systematic research effort to determine the quality of the existing OLRDB data and documentation. Further, it explores the suitability and efficiency of the current file structure for longitudinal research applications. In addition, the report offers specific recommendations for the expansion of the OLRDB to support cohort longitudinal research efforts.

## Background

The OLRDB provided key information to Army personnel during fiscal year 1991. In the first quarter of 1990, the **core data set and the ROTC commission data set** were used to describe the military and demographic characteristics of officers commissioned through ROTC. In addition, separation rates from 1970-1989 were provided to the Office of Congressional Legislative Liaison and

the Office of the Deputy Chief of Staff for Personnel (ODCSPER) for officers commissioned from USMA and ROTC.

In early 1991, the OLRDB core data set and the USMA data set were utilized to describe the academic discipline mix of lieutenants and captains. This information was used to assist the ODCSPER, PERSCOM and the Training and Doctrine Command (TRADOC) in the interpretation of accessions of technically trained officers in specific branches. More recently, specific information from the OMF which focused on force readiness was used to support briefings to the DSCPER.

Currently, the OLRDB has provided behavioral data for the testing of retention models (Carney, in preparation; Guthrie, 1992). The use of the OLRDB with survey research data bases provided a critical linkage to information not available through traditional survey research. A description of the OLRDB data sets and corresponding data elements are described in the OLRDB user's guide which is a supporting document for this report.

The purpose of this report is to provide information about the suitability of the current OLRDB for specific research applications. The resulting conclusions and recommendations will guide future efforts to enhance the usefulness of the OLRDB for behavioral, social, policy and economic research.

### Objectives

The evaluation of the OLRDB was conducted to satisfy the requirements of five tasks:

1. Examine the efficiency of file structure and conduct frequency analyses on the variables in each of the 13 auxiliary OMF data sets of the OLRDB. Also consider possible additions to the Core data set of the OLRDB, needed updates (data and documentation), and presence and breadth of missing values problems.
2. Develop and execute, if possible, computer procedures to convert a Ft. Bragg AIMS data base into Statistical Analysis System (SAS) files and generate descriptive statistics for all variables.
3. Consult with an ARI Labor Economist to determine scientific considerations (including needed measures) for the construction of an officer Annualized Cost of Leaving variable (ACOL).
4. Consult with ARI Information Systems Command (ISC) personnel to determine the best procedures for updating the on-line ORACLE data dictionary for the Core, USMA, AIMS and ROTC data sets. Write computer procedures to accomplish the update, and complete the update for the specified OLRDB files.

5. Evaluate the clarity and comprehensiveness of the existing OLRDB User's Guide. Prepare a detailed outline for an improved, simplified User's Guide that would allow a researcher not familiar with either the OLRDB or SAS to access and merge OLRDB data sets.

Results of Tasks 1 through 5 are described in this report. Data problems and inconsistencies are discussed and recommendations are made concerning file structure, additional data elements, procedures, and documentation.

### Technical Evaluation and Discussion

The primary data sets of the OLRDB have been updated through 1989 and actively utilized in research conducted by MPRD. These include the CORE, AIMS, USMA, ROTC Commissioning, and ROTC Advanced Camp data sets. This experience was useful in the OLRDB evaluation required by these tasks.

#### Task 1

Examine the efficiency of file structure and conduct frequency analyses on the variables in each of the 13 auxiliary OMF data sets of the OLRDB. Also consider possible additions to the CORE data set of the OLRDB, needed updates (data and documentation), and presence and breadth of missing values problems.

#### Evaluation of Auxiliary OMF-Based Data Sets

The statement of work referenced 13 auxiliary data sets of the OLRDB. Upon examination of historical files, the contractor identified 14 SAS data sets created from OMF data (See Appendix A). These data sets were organized according to subject/study area by researchers no longer at ARI. An evaluation was conducted to determine the content and usefulness of these data and to make recommendations on the file structure, data quality, and update procedures.

The ORACLE Data Dictionary contained little information about the 14 data sets so all programs of possible relevance were retrieved from migrated storage on the NIH computer system. All programs under the computer account belonging to the researchers who created and/or updated the data sets were examined. By matching program code to SAS Proc Contents variable lists and OMF documentation, each variable and its OMF source were identified. Frequency counts were generated in SAS to identify the range of values held by each variable.

The procedures used to create and maintain these data sets were reconstructed. There was no evidence of data manipulation to transform a variable into something different than the OMF definition for that variable. The data were simply extracted.



The update process was also uncomplicated. On each data set, the last record for an individual was kept. For officers no longer on the OMF, the data contain the last known value. For active duty officers, the data contain the most recent value; prior data are replaced.

After reaching this level of understanding about the auxiliary data sets, the third author reviewed the results of the frequency distributions to determine the usefulness of these data in the research environment. Her objective was to determine whether or not these data sets contained the data necessary to address the longitudinal requirements of the research.

After review of the data content and procedures used to create these data, she concluded that these data sets did not provide the longitudinal perspective needed for research. The last known value of the data variable was insufficient data for many research questions. ARI researchers presented material to Fu Associates staff on the range of research applications for which the officer data base was a critical component. Each of these applications required data which were truly longitudinal. The nature of the changes in data over time and the value of related officer and service characteristics were crucial to these analyses.

#### Redesign of OMF-Based Longitudinal Data Sets

As part of this effort, a team of researchers at ARI examined the most recent OMF documentation and identified a set of OMF data variables which would satisfy current and anticipated longitudinal research requirements (see Appendix B). The data variables marked with a check are those which would be desirable for longitudinal research. From this review, it became clear that the research areas likely to use the OLRDB had broadened to the point where 178 out of 281 data elements or segments were selected for inclusion in the longitudinal data base.

The need for data of this extent pointed to the need to redesign the OMF related components of the OLRDB--the CORE data set and the 14 auxiliary OMF-based data sets. Various designs were discussed with ARI staff. The shortcomings of the current configuration were that the Longitudinal Core Data Set was in character format, not SAS, and that it had only a very limited number of data variables (i.e., 38) in each annual segment. The SAS Core Data Set and the 14 OMF-based data sets were not longitudinal; only the most recent data were saved.

The recommended design would replace the character Longitudinal Core Data Set, the SAS Core Data Set, and the 14 OMF-based data sets with a new core data set consisting of all years of OMF data in their entirety matched by individual. This would essentially be a longitudinal OMF data set. This approach makes all OMF data variables available on a longitudinal basis, thereby providing maximum analytic flexibility. A new name was

selected by ARI to distinguish the new configuration of OMF data--the Longitudinal Officer Administrative Data Base (LOADB).

Recommended physical characteristics of LOADB. The Longitudinal Officer Administrative Data Base should be in character format and have a fixed record length with segments for each year of OMF history for an officer. Each record should have a unique identifier with one record per officer. The years of OMF data currently available are 1979 through 1989. The OLRDB Core Data Set also has MLF separation data for officers who separated between 1970 and 1978. To accommodate the inclusion of these data, LOADB should contain a segment for data prior to 1979.

The data elements that do not change over time such as sex, race, and date of birth should appear one time at the beginning of each record. These data elements should be selected from one year of OMF data and if missing values are found then subsequent years of OMF data should be used to fill in the missing information.

Following the data elements that appear only once should be the annual segments. Each of these segments should contain enough bytes to handle the largest OMF record layout plus additional space to allow for increases in record length for future updates. Specific data variables should be established in each year to document officer separations. OMF flags should be created for each year to denote active duty, separation, or no OMF record at all. Other data variables should be constructed as needed for analysis.

The record lengths vary across the years from 3,000 characters (bytes) to almost 4,000. If the record length of 4,000 characters was used for each of the fifteen years, the resulting physical record would be larger than that allowed by IBM. To handle this, the physical construction of the data set could be handled in several ways. The data could be split into multiple records for each officer, thereby creating multiple physical records for each logical record. This is easily handled in languages such as PL/I. Another approach would be to decrease the annual record length by moving specific repeating groups on the OMF record to separate data sets. These groups could be in a separate longitudinal data set(s) and could be merged by a unique identifier with the fixed portion of the LOADB when needed. A procedure could be developed to link the fixed and variable data sets for easy use.

Most research use of the LOADB would be in SAS. The authors recommend the creation of annual SAS data sets from the character file with one record per officer. A selection and extraction routine would be developed to guide a researcher through the creation of a subset of the LOADB for specific research use. This routine would enable the researcher to select years and data variables and build a SAS data set pertinent to the research

subject. This would reduce the costs and physical considerations presented by processing the full LOADB.

Creating/updating LOADB. The Longitudinal Officer Administrative Data Base (LOADB) would be designed to allow for future updates with annual OMF and SOMF data. The LOADB Data Set would be created as a longitudinal character file and converted into SAS data sets. It would contain segments for each year of OMF history for an officer and be updated by adding new annual data to fixed locations in the record. This process would consist of the following steps:

1. Determine the location of all data elements in the OMF/SOMF files, research changes, and code/update the edit tables.
2. Code all of the OMF/SOMF data elements in PL/I and drop warrant officers from the OMF/SOMF files.
3. Execute the update program.
4. Encrypt the social security number of the LOADB character file and sort.
5. Create the SAS LOADB.
6. Re-link other OLRDB Data Sets to the LOADB.

The first step to create the LOADB is to determine the record layout for each year of the OMF and SOMF files. Data elements are added and removed over time and the positioning and values also change. The OMF documentation reflects these changes and is numbered from Change 1 through Change 13. Each change corresponds to a specific year or years of OMF and SOMF data. Usually the OMF and SOMF record layouts are the same for common years and relate to the same change documentation, 1986 is the only exception.

The LOADB data elements that appear in multiple years would be recoded to reflect the latest year's values by using an existing table "look-up" process. This process would use a binary search technique and ensure maximum programming efficiency. To implement this process, every data element that has assigned values must be researched from one year to the next to identify whether the values have changed meaning or if new values were added or removed. The data elements that are presently on the OLRDB Data Base have already been researched and their edit tables can be applied to the LOADB, but these are a small percentage of the total number of LOADB data elements.

The OMF documentation does not always give a clear and constant history of data element value changes. Cases have been found where the documentation does not have a data element value and the value appears in a large percentage of the records, or

the documentation eliminates a value but does not clearly indicate the deletion or change. Other sources of information and further research would be needed to edit the data elements consistently across the years.

For the second step, a PL/I program would be used to select all of the OMF and SOMF data elements from each year of data based on the record layout and documentation. Although some years of OMF/SOMF data have the same record layout, most years are different and would require individual PL/I coding. The fiscal year end documentation is usually used to determine the OMF and SOMF record structures.

The following is a list of the record lengths for the 1979 through 1989 OMF data (excluding blanks and processing codes):

OMF/SOMF Record Length	Documentation date	Year Applicable
3,571	October 1, 1987	1988-1989
3,571	June 1, 1986	1987
3,483	December 1, 1985	1986
3,457	October 1, 1985	1985
3,389	November 1, 1984	1984
3,313	October 1983	1983
3,000	September 1981	1981-1982
3,000	June 1, 1980	1980
3,729	October 1, 1977	1977-1979

The Military Personnel Code would be used to identify and drop warrant officers from the files. Exact duplicate records would also be identified and dropped. During the update process of the OLRDB Data Base, duplicate records in a given year were examined to determine what type of decisions were needed to resolve the double entry. These records were compared and in some cases one record was more complete than the other. It was decided that the record with the earliest Entry into Active Duty Current Tour (EADC) Date would give the longest history for an individual. This elimination process could be used for the LOADB to keep one officer transaction per year.

For the third step, the update program or series of programs would be used to add and change data on the LOADB. These procedures would execute a single year of data at a time, performing edits to specific data elements and consistency checks.

For the fourth step, the social security numbers of the LOADB records would be encrypted using the same procedures used for the OLRDB Data Base. This would provide a cross-walk between the data sets and protect individual privacy.

For the fifth step, the character version of the LOADB would be converted into SAS data sets and stored at the NIH Computer Center. The encrypted social security number would permit all data sets to be linked together.

At the final step, existing procedures would be utilized to associate as many officer records found on the LOADB to records on other files for which that linkage is useful, such as the ROTC Commissioned file. Flags would be updated in other files to indicate if that officer is located in the LOADB.

Level of effort to create data base. The initial creation process would require an intensive examination, study, and encoding of the annual OMF/SOMF files. All LOADB data will be related to the most recent OMF data. Where data variable names, content, and values change over time, all should be made to match the most current version of those data variables. PERSCOM record keeping is not well suited to this type of effort and it is expected that, with the number of variables to be reviewed, this portion of the development effort will be substantial.

Accessing the LOADB data set. Accessing the LOADB would require knowledge of the general data base design and data elements. Some of the data elements would not be found in all years of the OMF. It would be necessary to know which years should contain data and which years do not to differentiate between missing data values and data that do not appear in a particular year. Due to the large record lengths and large number of records, subsets of LOADB data may be created to perform statistical operations or match to other OLRDB Data Bases to minimize processing costs.

#### Inconsistencies in the OLRDB CORE Data Set

Various inconsistencies were identified as a result of the OLRDB data quality evaluation. These are relevant regardless of a development decision on LOADB because they result from the use and understanding of OMF data.

OLRDB records dropped. The current Officer Longitudinal Research Data Base (OLRDB) contains data for officers on active duty from 1970 through 1989. When the OLRDB was first created, the intent was to deliver a research data base with "complete" records (i.e., records for which there were no known gaps in source data). Over the years, 14,531 records were dropped from the OMF/SOMF data due to the absence of expected data. The same individual may be included multiple times in this count, depending on the number of update cycles in which a problem was identified. The number of records dropped was less than 2% for each year which left a sufficient number of records for research.

Reasons for excluding records included:

- (a) the Entry into Active Duty Date (EADC) and the Basic Entry Pay Date (BPED) were invalid
- (b) the record did not have a past history in the original OLRDB Data Base but the EADC suggested that a record should have existed

- (c) the OLRDB separation date was before 1969 or after 1989
- (d) unexplained gaps appeared

The 14,531 records that were dropped from the OLRDB Data Base would be included in the LOADB. Current research applications require matching relatively small clusters of officers to the data maintained in the OLRDB. The loss of even incomplete data may pose problems to some research efforts. It is likely that a status flag could serve the purpose of alerting the researcher to inconsistency in the data. The addition of these records would increase the LOADB record count to 316,959. Further research would be performed to identify and edit records that contain gaps and have commissioning date problems. A systematic reason may exist for the lack of consistency in the dates and special processing may be needed to handle these cases.

Number of dependents change. The Number of Dependents (DEPS) variable is the total number of adult and child dependents for the 1979 through 1985 officer records. The DEPS variable in the 1986 through 1990 officer records contains the number of dependent children. To obtain the total number of dependents for 1986 through 1990 officer records, the DEPS variable must be added to the Number of Adult Dependents variable (NODA).

Basic year group adjustment. The Basic Year Group (BYRGP) represents the fiscal year in which an officer entered the service as a 2nd Lieutenant. This date was believed to be frozen. It was discovered that if an officer leaves the service and later returns to active duty, his or her Basic Year Group is adjusted to subtract the time out of the service.

Date of commissioning problems. The Basic Date of RA/USAR/NGUS Appointment (DTRA) variable was believed to be the official date of commission from 1984 forward. The variable was found to be unreliable; it often contained blanks and also appeared to be adjusted in some cases. The Entry into Active Duty (EADC) was then examined for use as an alternative. It was discovered that EADC was also adjusted to an officer's current status. Neither of these variables is a consistent source for the date of commission.

One proposal for verifying and/or correcting the date of commission is to create another variable which is the date from the promotion history for promotion to 2nd Lieutenant. In the case of officers who are currently ranked as 2nd Lieutenant, the date of temporary rank would hold the corresponding data.

Invalid officer date of birth. If the officer date of birth was greater than the EADC date or if the date of birth was 16 years or less than the year of the OMF/SOMF file, then the date of birth was set to a missing value.

Variables with unidentified data. New values were frequently added to the Academic Specialty (RCEAS) and the

Separation Program Designator (SPD) variables. Historical information was not readily available for these two variables, therefore all values were accepted in the Core Data Set. The meaning for these values remains to be determined.

## Task 2

Develop and execute computer procedures to convert a Ft. Bragg AIMS data base into two separate Statistical Analysis System (SAS) files - one for officers and one for enlisted personnel. Generate descriptive statistics for all variables.

The deliverables to be produced for Task 2 included computer procedures to convert Fort Bragg AIMS data into SAS, the creation of separate SAS databases for enlisted and officer personnel, descriptive statistics for all variables in the SAS files, an assessment of the quality of the data and documentation for the AIMS data, and recommendations for merging the officer SAS file with the OLRDB.

Several of these subtasks were addressed. We converted into SAS all the AIMS data on hand from Fort Bragg. From the SAS data we produced frequency statistics showing the values found on the file for each data variable presented by course number. It is now necessary for ARI researchers to study these statistics to determine which courses and data variables are to be included in the research databases.

Past experience with AIMS data indicates that there are two aspects of the proposed databases which are potential problems. The first is the valid identification of enlisted and officer personnel. The second is the collection of useful documentation for the course events.

In looking at the AIMS data from all sites for the development of the OLRDB AIMS database, it was necessary to select only U.S. commissioned officers for inclusion. Although the AIMS data variable for student type was documented to have specific values which clearly distinguished between officers, enlisted, allies, and civilians, we found this variable unreliable for many of the sites. The data variable is apparently coded by people in different capacities at different sites including the person taking the course or the administrative recordkeeper for the course. We developed procedures to match questionable records against the OLRDB to help identify officers. If it is critical to distinguish between enlisted and officer personnel, special procedures may have to be developed if student type variables for the selected courses are not consistent with documentation and expectations.

The AIMS data provide separate records for each course event. The number of event records for a course could be as high as 65. This would result in 65 records for each student in that course. The initial plan for the OLRDB AIMS data set was to

classify these events in groups useful for research and carry them or some aggregation on the OLRDB. The OLRDB Manager found that it was very difficult to get enough complete documentation about each event listed for a course to accurately classify them.

Additional problems were presented when we had to consider the wide range of the number of events present for various courses. Some courses had as few as 5 events, others had 65. The number of AIMS sites and courses to be included in the OLRDB made this a difficult and costly task and the decision was made to utilize course grade without regard to specific events. If the number of courses to be analyzed was small and resources were available to work with the site to accurately identify the events, it would be possible to utilize event data. The research use of the event data would need to be clearly defined to determine the most reasonable database design for supporting the varying number of events for courses.

The Contract Officer's Technical Representative (COTR) decided that the problems described above need to be addressed by ARI researchers familiar with the data and research objectives for which the Fort Bragg data are to be used. Since the data are already in SAS and documented, it would be possible for someone familiar with SAS to examine the data further and regroup or manipulate the data as desired. Identification of additional data problems would require working with the site to determine if the data as presented by AIMS accurately reflect their records for the selected courses.

The last issue of matching to the OLRDB can be accomplished by simply utilizing the existing OLRDB encryption routine to transform SSN on the Fort Bragg AIMS records into matchcode. Standard SAS procedures for matching and merging data could then be used to combine data from both sources based on matchcode. The SAS data set already created from the Fort Bragg AIMS data can be used as it stands for research.

### Task 3

Consult with an ARI Labor Economist to determine scientific consideration (including needed measures) for the construction of an officer Annualized Cost of Leaving variable.

The effort associated with this task was combined with that of Task 1. The current OLRDB data were found to be insufficient to satisfy these research needs, lacking crucial variables needed to identify career decisions such as the estimated termination of service. The data variables identified for research on the Annualized Cost of Leaving are included in the proposed LOADB.



#### Task 4

Consult with ARI-ISC personnel to determine the best procedures for updating the on-line ORACLE data dictionary for the CORE, USMA, AIMS and ROTC data sets. Write computer procedures to accomplish the up-date, and complete the update for the specified OLRDB files.

The OLRDB data dictionary is a mainframe-based repository of information describing the data sets, data variables, and data values contained in the OLRDB. The data dictionary was constructed using the ORACLE data base management facility maintained by ISC on the ARI VAX computer. It was the first such data dictionary using ORACLE at ARI and special batch procedures were created by ISC personnel to load the initial data into the data dictionary. These procedures were later revised to make changes to the data dictionary when the OLRDB was updated. However, the procedures were cumbersome and tedious to use, even for minor changes.

The ORACLE system at ARI has been updated since the data dictionary was last revised. It was the expectation of the ISC personnel that when Version 6 of ORACLE was installed, the data dictionary update could be performed on-line using standard procedures available from ORACLE. This task was designed to learn how to utilize these new procedures and update the OLRDB data dictionary with current information. The COTR determined that the expense required to update the data dictionary outweighed the usefulness of an on-line capability.

As a result of the findings associated with the update of the data dictionary, alternative means were found for documenting the variables in the data dictionary with the COTR. The COTR concluded that the best approach would be to incorporate the data dictionary information in the OLRDB User's Guide. The COTR modified the statement of work to delete the task of updating the ORACLE data dictionary (Task 4) and modified Task 5 to include the data dictionary descriptions in a rewrite of the OLRDB User's Guide.

#### Task 5

Evaluate the clarity and comprehensiveness of the existing OLRDB User's Guide. Prepare a detailed outline for an improved, simplified User's Guide that would allow a researcher not familiar with either the OLRDB or SAS to access and merge OLRDB data sets.

The scope of this task was modified as described above under Task 4 to include the actual rewrite of the OLRDB User's Guide. The existing User's Guide was designed to introduce new OLRDB users to the general content of the OLRDB and to formalize the interaction between the OLRDB Data Manager and users of the OLRDB regarding data requests. The COTR decided to change the orientation of the User's Guide. The revised User's Guide would

assume that the reader had authorization to use the OLRDB and basic knowledge of SAS and IBM Job Control Language (JCL). The focus of the new document would be on the physical description of the OLRDB data sets, including detailed data variable descriptions. A few annotated examples of SAS jobs would also be included to demonstrate access and analysis procedures using the OLRDB.

We constructed a new OLRDB User's Guide (interim report #2) using these criteria. We included the data descriptions residing on the ORACLE data dictionary and updated them to reflect the current status of each data variable on the OLRDB. Several examples of SAS procedures were developed demonstrating the use of the OLRDB, showing both program code and results.

### Summary and Recommendations

The OMF-based data sets of the OLRDB were examined closely for data content, quality, consistency, completeness, documentation, and appropriateness for research use. It was determined that, while the OLRDB satisfies the original intent for its use, the **OMF-based** components of the OLRDB are no longer sufficient to serve as the officer research tool needed by ARI at this time. Although the OLRDB is useful for certain applications, a complete longitudinal file of OMF data by officer would be the resource needed for evolving officer research needs.

A recommendation is made to replace the existing Core Data Sets and the 14 OMF-base data sets with the Longitudinal Officer Administrative Data Base (LOADB). The new data set would contain all annual OMF data for each officer from 1979 to the present. It would be developed as a character file, with transformation of its data into annual SAS data sets. A procedure would be developed to guide the researcher in the selection and extraction of targeted years of data and data variables.

The development of LOADB would require intensive effort by both the system development staff and ARI staff to identify, match, and document changes in OMF variables over time. In the event that this development work is not performed, there are some changes which would need to be made to make the OLRDB more useful for current research needs.

- (1) Address inconsistencies in the current OLRDB to improve data quality in some data variables.
- (2) Review and/or replace the ROTC data sets so that documentation can be obtained for each data variable.
- (3) Archive the 14 OMF-based data sets because they are of limited use. They are not longitudinal. Data on these data sets contain dates pertinent to the subject of the

file but do not contain the OMF year from which they were extracted, making matches to other data sets problematic.

## References

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- Younkman, D. D. (1987). Development of ROTC data sets and evaluation of their usefulness of officer longitudinal research data base. (Research Product 87-24). Alexandria, VA: U. S. Army Research Institute for the Behavioral and Social Sciences. (DTIC No. AD-A189-692).

**APPENDIX A**  
**OMF DATA SETS**

**14 OMF Data Sets:**

<b>SDSJ</b>	<b>Medical Chaplain Aviator</b>
<b>SDSK</b>	<b>On-orders Information</b>
<b>UPDASN</b>	<b>Current &amp; Previous Assignments 1-10</b>
<b>UPDAS2</b>	<b>Previous Assignments 11-20</b>
<b>UPDAWD</b>	<b>Awards/Badges</b>
<b>UPDBIO</b>	<b>Biographical Information</b>
<b>UPDBRN</b>	<b>Branch Regiment Location</b>
<b>UPDCOM</b>	<b>Commands/Tours</b>
<b>UPDEDU</b>	<b>Military/Civilian Education</b>
<b>UPDPER</b>	<b>Personnel</b>
<b>UPDPRF</b>	<b>Preferences/Assignment Considerations</b>
<b>UPDRAN</b>	<b>Ranks-Promotions</b>
<b>UPDSER</b>	<b>Career Federal Reserve</b>
<b>UPDSKL</b>	<b>Skill Identifiers</b>

APPENDIX B  
OMF DATA VARIABLES

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Accession Processing Date (See Year-Month Accession Processed)		
✓ Active Federal Commissioned Service	<span style="border: 1px solid black;">AFCS</span>	4-5
✓ Active Federal Commissioned Service Flag	*AFCSFL	4-7
Active Federal Service (See Completed Months of Active Federal Service)		
✓ Actual Assignment Area		4-9
Actual Assignment	<span style="border: 1px solid black;">ASSN</span>	
Actual SIDPERS Activity Code	ACT	
Actual Location	<span style="border: 1px solid black;">ALOC</span>	
Actual Status	<span style="border: 1px solid black;">ASTAT</span>	
Actual Unit Identification Code	*AUIC	
Descriptive Designator	<span style="border: 1px solid black;">AUIC2</span>	
Parent Unit Designator	<span style="border: 1px solid black;">AUIC3</span>	
Actual Installation Activity Requisition Code	<span style="border: 1px solid black;">IARCA</span>	4-17
Additional Language Indicator	ADLNG	4-193
✓ Additional Pay Code	*ELAPC	4-27

LEGEND:

- = Key Elements (Indexed) on IRGS II (OMF/S2K)  
 \* = Off-Line Data Information System (ODIS) Items Only  
 # = New or Changed Items

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ # Advanced Education Program (Repeating Group)	ADVEDP	4-30
Advanced Education Program Category	AEPCAT	
Date Advanced Education Program Service Obligation Begins	AEBEGIN	
✓     Date Advanced Education Program Service Obligation Ends	AEEND	
Cost of Advanced Education	AEPCST	
✓ Aircraft Qualification (Repeating Group)	ACQ	4-31
Pilot Qualification	ACLEV	
Type of Aircraft	ACTYP	
✓ American Board Certification	#MEABC	4-33
American Board Certification Title	#MABC1	
American Board Specialty	#MABC2	
Year of American Board Certification	#MABC3	
Apartment Number (See Personal Mailing Address)		
✓ Army of United States Selection Board Status	AUSEB	4-35
✓ Army Location Code	ARLOC	4-39
Army Management Structure Code	#AMSCO	4-34.1
Line Number	#LINENO	
Paragraph Number	#PARANO	
✓ # Assignment Consideration (Repeating Group)	ASSCO	4-41
Assignment Consideration	ASCO	
Assignment Requisition ID	AREQID	4-42.1
AUS Non-Selections (See Number of Army of the United States Non-Selections)		

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
AUS Non-Selections Fully Qualified (See Number of Army of the United States Non-Selections Fully Qualified)		
AUS Deferments (See Number of Army of the United States Deferments)		
✓ Aviation Data		
✓ { Aviator Key	AVATR	4-43
✓ { Pilot Status	PILOT	
✓ { Year-Month of Initial Aviation Rating	DTAVN	
✓ Aviation Service Data		
✓ { Total Federal Officer Service	TFOS	4-46.1
✓ { Aviation Service Entry Date	ASED	
✓ { Aviation Gate Board Status	AGBS	
✓ { Total Operational Flying Duty for Credit	TOFDC	
✓ # Awards Area		
✓ { Military Decoration (Repeating Group)	MLDECS	4-49
✓ { Military Decorations	MILDEC	
✓ { Number of Times Award Granted	NOMDEC	
✓ { Non-Military Decorations (Repeating Group)	NOMMDS	
✓ { Non-Military Decorations	NOMMD	
✓ { Unit Awards (Repeating Group)	UNAWDS	
✓ { Unit Awards	UNAWD	
✓ { Number of Times Award Granted	NOUAWD	
✓ { Campaign and Service Awards (Repeating Group)	CSAWDS	
✓ { Campaign and Service Awards	CSAWD	
✓ { Number of Times Award Granted	NOC SAW	
✓ { Foreign Awards (Repeating Group)	FRAWDS	
✓ { Foreign Awards	FRAWD	
✓ # Badges		4-53
✓ { Combat and Special Skill Badge (Repeating Group)	CSBDGS	
✓ { Combat and Special Skill Badge	CSBADG	
✓ { Number of Times Granted	NOMCSB	
✓ { Identification Badge (Repeating Group)	IDBDGS	
✓ { Identification Badge	IDBADG	
✓ Basic Active Service Date	BASD	4-54.1



<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Basic Branch for Commissioned Officers	<u>BABR</u>	4-55
✓ Basic Date of RA/USAR/NGUS Appointment	<u>DTRA</u>	4-59
Basic Pay Entry Date (See Pay Entry Basic Date)		
✓ Basic Year Group	<u>BYRGP</u>	4-61
✓ Below the Zone Promotion-COL	*BZCOL	4-61.1
✓ Below the Zone Promotion-LTC	*BZLTC	4-61.1
✓ Below the Zone Promotion-MAJ	*BZMAJ	4-61.1
✓ Branch Areas of Concentration	BRAOCS	4-61.2
#Branch Concentration #1-5	*BRAOC	
✓ Branch Code	<u>BRCD</u>	4-61.3
Branch Detail Expiration Date (See Year-Month Branch Detail Expires)		
✓ Career Division	<u>CRDIV</u>	4-62
✓ Career Management Field Preference	CMFPRF	4-63
{ Warrant Officer	<u>PFMOS</u>	
{ Commissioned Officer Preference	<u>PREF</u>	
✓ Category Status	<u>CATST</u>	4-79
Central Transient Account Code	CTAC	4-81
✓ Character of Service	*CHRSEP	4-85
City or Town (See Personal Mailing Address)		
✓ Civilian Education Level Code (Highest)	<u>CELC</u>	4-91
✓ Civilian Education (Repeating Group)	RCEL	4-91
Civilian Education Level	<u>ICELC</u>	
Civilian Education Degree	<u>RCEDG</u>	
Civilian Education Institution	<u>RCELC</u>	
Civilian Education Specialty	<u>RCEAS</u>	
Civilian Education Year of Completion	<u>RCEYC</u>	
Civilian Education Degree Source	<u>RCEPS</u>	

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Completed Months of Active Federal Service Component (See Service Component)	CMAFS	4-95
✓ Control Branch	CTLBR	4-97
✓ Control Commissioned Career Management Field	CTCCMF	4-99
✓ Control Grade	CTGRD	4-99.1
* Control LIC/Skill	CTLCSK	4-99.2
✓ Control MOS (Warrant Officer)	CTMOS	4-99.3
✓ Control Skill	CTSK	4-99.4
✓ Control Specialty	CTSPEJ	4-100
✓ Control Warrant/AMEDD Career Management Field	CTSCMF	4-100.1
✓ CONUS or Overseas Unit Code	COSTY	4-101
✓ Country of Citizenship Officer	COCO	4-103
✓ Country of Citizenship Spouse	*COCS	4-105
✓ Country or State of Birth Officer	COBO	4-107
✓ Country or State of Birth Spouse	COBS	4-109
✓ CONUS Area Preference	COPST	4-96.1
{ CONUS Area Preference #1	CONAP	
{ #2 - See #1 Structure		
{ #3 - See #1 Structure		

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Current Assignment Area		4-111
Current Command Assignment Code	CAC	
Current Duty Title	CADT	
Current From Date	CAFD	
✓ Current Location Code	CAL	
Current Location Name Abbreviation	CASNA	
Current Unit Designation	CAUD	
Current Unit Number	CAUN	
✓ Current Procurement Program Number	<u>CPPN</u>	4-115
✓ Current Service Agreement	<u>CURSA</u>	4-121
✓ Date Appointed Permanent General Officer Grade	*DAGO	4-127
Date Departed for Overseas Tour (See Year-Month Departed for Overseas Tour)		
✓ Date Departed/Joined Actual Assignment	DDTJ	4-129
✓ Date Dependents Arrived Overseas	DDARO	4-131
✓ Date Eligible for Return from Overseas	<u>DEROS</u>	4-133
✓ Date Joined Command	<u>DJCMD</u>	4-134.1
Date of Availability (See Year-Month of Availability)		
✓ Date of Birth	<u>DOB</u>	4-135
✓ Date of Entry on Active Duty in Current Tour	<u>EADC</u>	4-139
Date of Initial Aviation Rating (See Aviation Data)		
✓ Date of Last Permanent Change of Station	<u>DLPC</u>	4-143
✓ Date of Last Reassignment Gain	*DLRG	4-147
Date of Latest AUS Deferment (See Year-Month of Latest AUS Deferment)		

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Date of Previous Branch Code	YMPBRC	4-148
Date of Previous Functional Area	YMPFAC	4-148.1
✓ Date of Rank, Permanent Grade	<u>PDOR</u>	4-149
✓ Date of Rank, Temporary Grade	<u>TDOR</u>	4-153
✓ Date of Regular Army Appointment	DRAA	4-157
Date of Return from Overseas	<u>DROS</u>	4-159
✓ Date of Separation (See Separation Data)		
Date of Source Document (See On-Orders Area)		
Defense Language Aptitude Test	DLATS	4-161
✓ DOPMA Promotion List Number	*DOPPLN	4-164
✓ Duty Career Management Field	DCMF	4-165
Warrant/AMEDD Career Management Field	<u>DTSCMF</u>	
Commissioned Career Management Field	<u>DCCMF</u>	
Secondary Career Management Field	<u>DSCMF</u>	
Duty Skill	DSK	
Duty LIC/Skill	<u>DLCSK</u>	
Duty Specialty	<u>DTSPEC</u>	
✓ Duty Preferences (Repeating Group)	DUTIPREF	4-166.05
Duty Preference #1	<u>DYAP</u>	
Duty Preference #2		
Duty Preference #3		
✓ Effective Date of Duty Position Change	DPOSDT	4-166.1
✓ # Effective Date of Pay Grade	*EDTPGR	4-166.2
Element Sequence	<u>ELSEQ</u>	4-166.3
✓ Ethnic Group Designation	ETHGP	4-167
✓ Exceptional Family Member Expiration Date	EXFAED	4-169.05

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Expiration Date of Current Service Agreement	<u>ECUR</u>	4-169.1
Expiration Date of Former Service Agreement (See Year-Month Expiration Former Service Agreement)		
Finance Audit Indicator	*FAI	4-171
✓ <i>FISCAL YEAR: AVIATION RATING</i>	FYDTAV	4-173
✓ Flag Data Indicator	*ARFLAG	4-174
✓ Follow-Up Requisition ID	*FREQID	4-175
Follow-Up Command	*FCMD	
Follow-Up IARC	*FIRCO	
Follow-Up Allocation Month	*FALLMO	
✓ Follow-Up Allocation Type	*FALTYP	
Follow-Up Sequence Number	*FSEQNO	
Follow-Up Requirement Year	*FREQYR	
✓ Foreign Area Officer Program (Repeating Group)	GFAST	4-177
FAO Program Status #1 & #2	<u>FAST</u>	
Geographical Area #1 & #2		
✓ Former Service Agreement	FRSVA	4-179
Functional Area-Areas of Concentration	FAAOCS	4-180.1
✓ Functional Concentration #1-5	*FAAOC	
✓ Functional Area Code	<u>FACD</u>	4-180.2
✓ Gaining Assignment Area		4-181
Gaining Assignment	GASSN	
Gaining SIDPERS Activity Code	GACT	
Gaining Location	GLOC	
Gaining Status	GSTAT	
Gaining Unit Identification Code	GUIC	
Geographical Area of Projected Assignment (See On-Orders Area)		
✓ Geographical Location	OGEO	4-182.1
Grade in Which Serving Abbreviation and Code (See Temporary Grade)		

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Height (See Physical Data)		
✓ Home of Record at Entry on Active Duty	HOMER	4-183
Identification of Verified Service	*IDVS	4-185
Indication of Verified Permanent Date of Rank	*VPDOR	4-187
Inhibit Flag	FLAG	4-188.1
Initial Aviation Rating (See Aviation Data)		
✓ Last Update (Active Records)	*LASUP	4-191
Linguist Area (Repeating Group)	RLRD	4-193
Language Identity	RLI	
Language Proficiency Level - Reading	RLRPR	
Language Proficiency Level - Listening	RLSPR	
Language Proficiency Source - Primary	RLAPS	
Language Proficiency Source - Secondary	RLASS	
Language Year-Month of Test or Interview	*RLYMT	
Long Overseas Tours (See Number of Long Overseas Tours)		
✓ Losing Assignment Area		4-197
Losing Assignment	*LASSN	
Losing SIDPERS Activity Code	*LACT	
Losing Location	*LLOC	
Losing Status	*LSTAT	
Losing Unit Identification Code	LJIC	
✓ Main Civilian Occupation	*MNCO	4-199
Mandatory Retirement and OTRA Officers Projected Year-Month of Retirement (See Year-Month of Projected Separation/ Retirement Date)		
✓ Marital Status	MARST	4-201
✓ Master Warrant Officer Selection Indicator	MWOS	4-202

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Medical Internship	*MEDN	4-203
Hospital of Internship	*MEDN1	
Medical Specialty Internship	*MEDN4	
Months of Internship	*MEDN2	
Year Internship Completed	*MEDN3	
✓ Medical Residencies and Fellowships	*MEDRE	4-205
Hospital of Residency or Fellowship	*MED1	
Medical Specialty Residency or Fellowship	*MED4	
Months of Residency or Fellowship	*MED2	
Year Residency or Fellowship Completed	*MED3	
# Medical Service & Training History	*AMEDD	4-207
Medical Specialty #1 (Primary)	*MDMOS1	
Medical Management Specialty	MDMS3P	
Medical Management Proficiency	MDMS2P	
Medical Specialty #2 (Secondary)	*MDMOS2	
Medical Management Specialty	MDMS3S	
Medical Management Proficiency	MDMS2S	
Medical Specialty #3 (Additional)	*MDMOS3	
Medical Management Specialty	MDMS3A	
Medical Management Proficiency	MDMS2A	
Fiscal Year of Senior Medical Student Program	*MDSTU	
Fiscal Year of Excess Leave	*MDEXL	
Fiscal Year of Military Internship	*MDINT	
Medical Academic Institution	*MDSCH	
Date of Graduation from Medical School	*MDGRD	
Expected Date of Completion of Internship or Residency Training	MDCOM	
Promotion Eligibility Date and Certification	MDPED	
Present Training Code	MDCD	
Military Education Level Code	MEL	4-213
✓ Military Personnel Class	MPC	4-211
✓ Military Personnel Office	MILPO	4-212
# Military Schooling	RMISC	4-213
(Repeating Group)		
Military Schooling Course	RMSRC	
Military Schooling Year	RMSRY	
Monthly PPA Audit	*DPAIT	4-217
Months of Active Federal Service (See Completed Months of Active Federal Service)		

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Months of Overseas Service Assignment (See Oversea Service Indicator)		
✓ # Months Prior Enlisted/Warrant Service	*MOPRSV	4-217.1
✓ Movement Designator Code	MDC	4-218
Name, Individual	<u>NAME</u>	4-219
Name, Individual Previous	*PRENAM	4-225
✓ Number of Army of the United States Non-Selections	NOSAU	4-227
✓ Number of Army of the United States Non-Selections Fully Qualified	AUSFQ	4-229
✓ Number of Army of the United States Deferments	DEFAU	4-231
Number of Days Late Arriving	*NDLARR	4-233.1
Number of Days Leave	LVENR	4-234
Number of Days TDY	TDYENR	4-234.1
✓ Number of Dependent Adults	NODA	4-235
✓ Number of Dependent Children	NOADC	4-237
✓ Number of Long Overseas Tours	NOLOT	4-239
✓ Number of Months Battalion Level Command	*MOBAC	4-240.1
✓ Number of Months Brigade Level Command	*MOBRC	4-240.2
✓ Number of Months Company/Detachment Level Command	*MOCOC	4-240.3
✓ Number of Permanent Changes of Station- Current Fiscal Year	*NPCSC	4-241
✓ Number of Regular Army or Reserve Component Non-Selections	NOSRA	4-243



<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Number of Regular Army or Reserve Component Deferments	DEFRA	4-247
✓ Number of Short Overseas Tours	NOSOT	4-251
✓ Number of Tours Recruiting Duty	*NRCTG	4-253
✓ Number of Tours Reserve/National Guard Duty	*NRRCT	4-254
✓ Number of Tours ROTC Duty	*NROTC	4-255
Officer Assignment Command Code	<u>DCMD</u>	4-256
✓ Officer Promotion Potential	<u>OPP</u>	4-258.1
✓ Officer Promotion Potential Date	OPPDTE	4-258.2
Officer Record Brief Assignment Status	*ORBAS	4-259
On-Orders Area		
On-Orders Date and Type of Source Document	*DTSD	4-260
On-Orders Assignment Indicator	*PASGI	
On-Orders Specialty	<u>DRSPEC</u>	
On-Orders Unit Designation	*PAUD	
On-Orders Station Name	*PASNA	
Reason for Assignment	REASS	
On-Orders Commissioned Career Management Field	<u>DRCCMF</u>	4-260.3
On-Orders Geographical Location	ORGEO	4-260.5
On-Orders LIC/Skill	ORLCSK	4-260.7
On-Orders MOS	<u>ORMOS</u>	4-260.8
On-Orders Reporting Date to Gaining Command	<u>ORDTGC</u>	4-260.15
On-Orders Reporting Date from Losing Command	<u>ORDFLC</u>	4-260.14

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
On-Orders Requisition ID	ORRQID	4-260.16
On-Orders Assignment Command	ORCMD	4-260.4
On-Orders IARC	ORIARC	4-260.6
Allocation Month	*ALLMO	
Type Allocation	*ALTYPE	
Sequential Number	*SEQNO	
Requisition Year	*REQYR	
On-Orders Skill	ORSK	4-260.9
On-Orders Unit Identification Code	*ORUIC	4-260.19
Parent Unit Designator	ORUIC3	
Descriptive Designator	ORUIC2	
On-Orders Warrant/AMEDD Career Management Field	ORSCMF	4-260.19.1
* OPMD Stength Data - Data Elements Unique to Strength Management. (See appropriate Data Element for description)		
Assignment Requisition Identification	AREQID	4-42.1
Control MOS	CTMOS	4-100.3
Control Specialty	CTSPEC	4-100
Date Joined Command	DJCMD	4-134.1
Geographical Location	OGEO	4-182.1
Inhibit Flag	FLAG	4-188.1
Officer Assignment Command	OCMD	4-256
Officer Promotion Potential	OPP	4-258.1
Officer Promotion Potential Date	OPPDTE	4-258.2
On-Orders Command	ORCMD	4-260.4
On-Orders Geographical Location	ORGEO	4-260.5
On-Orders Installation Activity	ORIARC	4-260.6
Requisitioning Code		
On-Orders MOS (WO's Only)	ORMOS	4-260.8
On-Orders Reporting Date to Gaining Command	ORDTGC	4-260.15

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
On-Orders Reporting Date from Losing Command	DRDFLC	4-260.14
On-Orders Requisition ID	DRRQID	4-260.16
On-Orders Specialty (CO's Only)	DRSPEC	4-260.1
On-Orders Unit Identification Code	*DRUIC	4-260.19
Parent Unit Designator	DRUIC3	
Descriptive Designator	DRUIC2	
OPMD-IARCA	IARCO	4-260.20
OPMD Unit Identification Code	OUIC	4-260.21
Parent Unit Designator	OUIC3	
Descriptive Designator	OUIC2	
✓ # OPMS Grandfathered	OPMSGF	4-260.21.1
Overseas Area Preference (Repeating Group)	OSPST	4-260.22
O/S Area Preference - Long Tour #1	LOSAP	
#2 - See #1 Structure		
O/S Area Preference - Short Tour #1	SOSAP	
#2 - See #1 Structure		
✓ Overseas Service Indicator (Repeating Group)	ROSSI	4-261
Months of Overseas Service Assignment	ROSNM	
Overseas Location Code	ROSLO	
Type of Tour Completion	ROSTP	
Year-Month of Return from Overseas	ROSYM	
Service Assignment		
✓ Pay Entry Basic Date	BPED	4-265
Pay Entry Basic Date Verification	*VBPED	4-267
✓ Permanent Grade Abbreviation	PGRD	4-269
✓ Permanent Grade Selection Failures (Colonel)	NOSRA	4-243
✓ Permanent Grade Selection Failures (Deferments)	DEFRA	4-247

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Personal Mailing Address (Repeating Group)	OMAIL	4-273
Apartment Number	OAPT	
City or Town	OCITY	
Postal Zip Code	OZIP	
State Abbreviation	OSTAT	
Street Address	OSTRA	
✓ Personnel Mobilization Category	*PMC	4-274
Phone Number, Duty	*TELDTY	4-277.1
Phone Number, Home	*TELHMC	4-278
Physical Category	*PHCAT	4-278.1
✓ Physical Data (Repeating Group)	PHYPROF	4-279
Height	HEIGT	
Physical Profile-PULHES	PHYPR	
Weight	WEIGT	
Year-Month of Last Physical Examination	DLPHY	
Pilot Qualification (See Aircraft Qualification)		
Pilot Status (See Aviation Data)		
Postal Zip Code (See Personal Mailing Address)		
Prescribed Reporting Date (See Reporting Date)		
# Previous Assignment Area (#1-38) (Repeating Group)	*PACN	4-283
Command Assignment Code	*PICOM	
Duty Career Management Field	*PIDMS	

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Duty Title	*PIDTT	
From Date	*PIFDT	
Location Code	*PILOC	
Location Name Abbreviation	*PLSNA	
Number of Months	*PLMON	
Unit Designation	*PIUDE	
Unit Number	*PIUNO	
Previous Procurement Program Number	PPPN	4-287
Previous Stabilized Assignment	*PSTASS	4-349
Previously Designated Branch Code	*PDBRCD	4-288.1
Previously Designated Functional Area Code	*PDFA	4-288.4
Previously Designated MOS	*PDMOS	4-288.6
✓ Primacy	<b>PRIMCY</b>	4-288.7
✓ Primary Location Preference	PLPREF	4-289
✓ Primary Military Occupational Specialty	<b>PMOS</b>	4-293
✓ Primary MOS Skill Qualification Identifiers (Repeating Group)	PSQIS	4-295
✓ Primary Skill Identifier #1-5	<b>PSQI</b>	4-295
✗ Primary Preference Consideration	PPCONS	4-296
Procurement Program Number (See Current or Previous Procurement Program Number)		
✓ Professional Certification Status	*PRRG	4-297.1
✓ Programed Army Location Code	*PGARL	4-298
Programming & Accounting Data	*PAAD	4-298.1
Attached Activity	*ATACT	
Attached UIC	*ATUIC	
Attached PUD		
Attached DD		

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Attached Status	*ATSTAT	
Attached Assignment	*ATASSN	
Attached Location	*ATLOC	
Attached Date	*ATDTE	
Released from Attached Date	*RATDTE	
SIDPERS Record Status Code	*SRSCD	
Confinement Date	*CDTE	
Confinement Transaction	*CTT	
Released from Confinement Date	*RCDTE	
Released from Confinement Transaction	*RCTT	
✓ Project Development Identification Codes	*PDI	4-298.3
PDI Award Date	*PDIDTE	
PDI Code	*PDICD	
PDI Sub-Code	*PDISCD	
✓ Projected Career Management Field Weighting Factor	PJWF	4-298.5
✓ Projected Commissioned Career Management Field	PJCCMF	4-298.6
✓ Projected Separation Date (See Year-Month Projected/Separation Retirement Date)		
✓ Projected Warrant/AMEDD Career Management Field	PJ5CMF	4-299
✓ Promotion History Area-Permanent Grade	*PROMP	4-303
Promotion History Permanent Date of Rank	*PHDP	
✓ Promotion History Area-Temporary Grade	*PROMT	4-303
Promotion History Temporary Date of Rank	*PHDT	
✓ Promotion List Number and Year	PLNYR	4-304.1
✓ Promotion List Number for Regular Army Officers	RAPLN	4-305

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Proposed Requisition ID	*PREQID	4-306
Proposed Command	*PCMD	
Proposed IARC	*PIRCO	
Proposed Allocation Month	*PALIMO	
Proposed Allocation Type	*PALTYP	
Proposed Sequence Number	*PSEQNO	
Proposed Requirement Year	*PREQYR	
✓ Race/Population Group	RACE	4-307
✓ Race/Ethnic Descent Category	REDCAT	4-308.1
RA/USAR Non-Selections (See Number of Regular Army or Reserve Component Non-Selections)		
RA/USAR Deferments (See Number of Regular Army or Reserve Component Deferments)		
✓ Record Status Code	RSCD	4-309
# Regimental Affiliation	REGIMENT	4-310.1
Regimental Affiliation Status	RAAS	
Regimental Affiliation Program	RAHOME	
Unit Home Base		
Regimental Affiliation Program	RAPUB	
Unit Number		
Number of Regimental Affiliation	NRRAA	
Assignments		
Year of Last Regimental Affiliation	YRRHC	
Assignment Completed		
Total Months in Regimental Affiliated	MRAU	
Unit		
Regimental Affiliation Effective Date	RAEDTE	
Regular Army Selection Board Status	RASBS	4-311
✓ Religion	REL	4-315
✓ Reporting Date	RPTDT	4-317
✓ ROTC School Code	*ROTCS	4-321

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Secondary Military Occupational Specialty	<u>SMOS</u>	4-325
✓ Secondary MOS Skill Qualification Identifiers (Repeating Group) Secondary Skill Identifier #1-5	<u>SSQIS</u> <u>SSQI</u>	4-326
Security Clearance Data	SCD	4-326.2
Personnel Security Investigation Completed	<u>SICMPI</u>	
Date Personnel Security Investigation Completed	<u>DIESIC</u>	
Department Determined Personnel Security Status	<u>DDPSS</u>	
Personnel Security Investigation Initiated	<u>SIINIT</u>	
Date Personnel Security Investigation Initiated	<u>DIESII</u>	
Personnel Reliability Program Assignment Status	PRPAS	
✓ Selection Board Status (See Army of the United States Selection Board Status or Regular Army Selection Board Status)		
✓ Selective Continuation on Active Duty	*SELDATA	4-326.5
Start Date of Current Selective Retention Period	*DTCSR	
✓ Grade in Which Selectively Retained	*GRSR	
Service Component in Which Selectively Retained	*SCGR	
✓ Separation Data (Repeating Group)	SEPDATA	4-327
Date of Separation	SEPDT	
Processing Date of Separation	<u>PRODT</u>	
Separation Program Designator	<u>SPD</u>	
Shipment Control Number of Separation	*SPCND	
✓ Separation Document Issued	*SEPDOC	4-330.1
Service Agreement Processing Date (See Year-Month Service Agreement Processing Date)		
Service Agreement Source Document Date (See Year-Month Service Agreement Source Document)		



<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
✓ Service Component	COMPT	4-331
✓ Service Member Spouse (Repeating Group)	SPOUSE	4-334.1
Spouse-SSN	SPSSN	
Spouse-MPC	SPMPC	
Spouse-Service Branch	SPSBR	
Servicemen's Group Life Insurance Coverage	*SVGLI	4-334.2
✓ Sex	SEX	4-335
Short Overseas Tours (See Number of Short Overseas Tours)		
✓ Skill (Repeating Group)	SKILLS	4-336.1
Skill #1-6	SKILL	
✓ Social Security Number	SSN	4-337
✓ Source of Original Appointment	SOC	4-341
✓ Stabilization Date	STABDT	4-346
✓ Stabilization for ODP Year Indicator	STABID	4-350.1
* Stabilized Assignment	STASS	4-349
State Abbreviation (See Personal Mailing Address)		
✓ State of Professional Certification	*STPRRG	4-352
Street Address (See Personal Mailing Address)		
Strength Data Audit Indicator	*TERCD	4-352.1
✓ Suspension of Favorable Personnel Action Status (Repeating Group)	SFPAS	4-352.2
First Suspension of Favorable Personnel Action		

MASTER RECORD ITEM TITLEDATA  
ELEMENT  
CODEPAGEDate of Report of Suspension of Favorable  
Personnel Action

SUSDTE

Reason for Suspension of Favorable  
Personnel ActionSUSRSNType of Suspension of Favorable Personnel  
Action

SUSTYP

Second Suspension of Favorable Personnel  
ActionPrevious Weight Control Program  
Completion Date

PWCDTE

Temporary Grade

Temporary Grade Abbreviation

TGRA

4-353

Temporary Grade Code

TGRC

Temporary Grade/Promotable Grade Code

TGPGC

4-359

## \* Title IV

Current Report Status

\*TITLE4

Current Report Status Date

\*CT4RS

4-120

Number of Months Current Tour

\*CT4SDT

4-120.2

Current Tour Completion Status

\*CT4MON

4-240.4

Previous Report Status

\*CT4TCS

4-125

Previous Report Status Date

\*PT4RS

4-288.7

Number of Months Previous Tour

\*PT4SDT

4-288.9

Previous Tour Completion Status

\*PT4MON

4-240.5

Joint Specialty Status

\*PT4TCS

4-288.10

Joint Specialty Status Date

\*JSSTAT

4-188.3

JCS Position Code

\*JSDT

4-188.4

On-Orders Position Code

\*JCSPCD

4-188.2

\*ORJPCD

4-260.8.1

\* To Date of Last Efficiency Rating

\*TDLER

4-365

Troop Command Designated Officers

4-368.3

COL Troop Command Designation (RG)

COLCMD

Command Tour

CMDSL

\* Command Tour Year

CMDYR

Date Commenced Assignment

COLCA

Date Terminated Assignment

COLTA

LTC Troop Command Designation (RG)

LTCCMD

4-368.3

Command Tour

CMDTR

Command Tour Year

COMDYR

Date Commenced Assignment

LTCCA

Date Terminated Assignment

LTCTA

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
/ Troop Program Sequence Number	<u>IRPSN</u>	4-368.4
T/T 47 Source Document Flag	*SDFLAG	4-368.5
Type of Aircraft (See Aircraft Qualification)		
Type of Military Personnel (See Military Personnel Class)		
/ Type of Original Appointment	ORAPT	4-369
Type of Source Document (See On-Orders Area)		
Type of Tour Completion (See Oversea Service Indicator)		
/ USAR/NGUS UIC Parent Unit Designator Descriptive Designator	*UUIC	4-371
Verification Status of SSN	*VSSSN	4-373
Verification of Temporary Grade and Temporary Date of Rank	*IVTG	4-377
Weight (See Physical Data)		
/ Year-Month Accession Processed	ACPR	4-381
/ Year-Month Branch Detail Expires	BREX	4-383
/ Year-Month Commenced Current O/S Tour	*DCOST	4-384.1
/ Year-Month Departed for Overseas Tour	DEPOS	4-385
/ Year-Month Expiration Former Service Agreement	EFOR	4-391
/ Year-Month Human Immuno-Deficiency Virus Screening Test Last Administered	*HIVDT	4-392.05
/ Year-Month of Availability	<u>DTAV</u>	4-393

<u>MASTER RECORD ITEM TITLE</u>	<u>DATA ELEMENT CODE</u>	<u>PAGE</u>
Year-Month of Last Official Photograph	YMLOP	4-392.1
✓ Year-Month of Latest AUS Deferment	DAUSD	4-395
Year-Month of Last Physical Examination (See Physical Data)		
✓ Year-Month of Officer Preference Statement	YMPREF	4-398
Year-Month of Return from Overseas Service Assignment (See Oversea Service Indicator)		
✓ Year-Month of Projected Separation/ Retirement Date	<b>PSRD</b>	4-401
✓ Year-Month Selective Early Retirement Review-Board Results Approved	SERBDT	4-402.1
✓ Year-Month Service Agreement Processing Date	*SAPRO	4-403
✓ Year-Month Service Agreement Source Document	*SASDD	4-405
✓ Year of Professional Certification	*YRPRRG	4-399
✓ Zip Code of Actual UIC	ZIPCD	4-407